

**Department of Labor & Economic Growth
Wage & Hour Division
P.O. Box 30476
Lansing, MI 48909-7976
517.335.0400
www.michigan.gov/wagehour**

Before submitting an Application for General Hours Deviation, please read these instructions carefully. If the application is not completed as indicated in these instructions, it will be returned to you.

COMPLETE THIS APPLICATION IF:

1. Records will be maintained on the premises where the minor is employed certifying that work hours do not exceed 48 work and school combined, AND
2. A valid work permit issued by a public, charter or private school is obtained, AND
3. All minors at this establishment will be employed in compliance with the provisions of Act 90, PA 1978, the Youth Employment Standards Act, AND
4. Pay and time records will be maintained and made available for inspection by an authorized representative of the Michigan Department of Labor & Economic Growth, AND
5. No minor will be employed for more than six days in one week, work longer than a weekly average of eight hours per day, or work more than five consecutive hours without a 30 minute recorded rest period, AND
6. Adult supervision is provided at all times, AND
7. Your business is requesting approval to employ 16 and 17 year olds attending school Monday through Thursday from 6:00 a.m. until 11:30 p.m., Friday from 6:00 a.m. to 12:30 a.m., Saturday from 5:00 a.m. until 12:30 a.m., Sunday from 5:00 a.m. until 11:30 p.m., AND
8. Your business is requesting approval to employ 16 and 17 year olds not attending school Monday through Sunday from 5:00 a.m. until 12:30 a.m., AND
9. Written parental permission must be on file at the location the minor is working.

COMPLETE THIS APPLICATION BY:

1. Entering complete business name and telephone number.
2. Entering complete corporate name.
3. Entering complete business mailing address.
4. Entering **DETAILED** description of duties to be performed by minors.
5. Entering address where the work requiring deviated hours will be performed.
6. Affixing the signature of employer or employer's representative.
7. Indicating the title of employer or employer's representative.
8. Printing name of employer or employer's representative.
9. Entering date of application.

**APPLICATION FOR GENERAL HOURS DEVIATION
FOR 16 AND 17 YEAR OLD MINORS**

Michigan Department of Labor & Economic Growth
Wage & Hour Division
6546 Mercantile Way, Suite 5
P.O. Box 30476
Lansing, MI 48909-7976
Telephone: 517.335.0400
www.michigan.gov/wagehour

FOR OFFICE USE ONLY

Approval Date: _____

Expiration Date: None

Authority: Act 90, Public
Acts of 1978 as amended

The Department of Labor & Economic Growth will not discriminate against any individual based on religion, race, color, national origin, sex, disability, age, marital status, height, weight, arrest record, genetic information and familial status. Persons with disabilities needing accommodations under the Americans with Disabilities Act may make your needs known to this agency.

EMPLOYER INFORMATION

IMPORTANT: Deviation of hours cannot be granted unless this form is completed and returned for review and approval.

Business Name: _____ Telephone: _____

Corporate Name: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Duties to be performed by minors: _____

Address where minors will work the deviated hours if approved by the department:

Street Address: _____ City: _____ Zip: _____

The business listed above requests approval to employ 16 and 17 year olds **attending school**, before the hour of 6:00 a.m. or after the hour of 10:30 p.m. as follows:

- Sunday through Thursday general approval granted from **6:00 a.m. until 11:30 p.m.**
- Friday and Saturday general approval granted from **6:00 a.m. until 12:30 a.m.**
- Saturday and Sunday only general approval granted from **5:00 a.m. until 6:00 a.m.**

The business listed above requests approval to employ 16 and 17 year olds **not attending school**:

- Sunday through Saturday general approval granted from **5:00 a.m. until 12:30 a.m.**

Signature of Employer or Representative

Title

Print Name of Employer or Representative

Date Application Signed

Please refer to other side

I certify that all statements in this application are true and that:

1. The employment of all minors at this establishment will comply with the provision of Act 90.
2. Adult supervision will be present at all times.
3. Records required by Act 90 will be maintained and made available to an authorized representative of the department for inspection.
4. A record will be maintained of the beginning and ending times of rest periods provided to minors.
5. The establishment employing minors will keep on the premises: (a) work permit for each minor employed, (b) parent/guardian approval for each 16 or 17year old covered by the deviation, and (c) a validated hours deviation.

The Michigan Department of Labor & Economic Growth may:

1. **Approve** an application for a deviation.
2. **Deny or Revoke** a deviation when:
 - a. any of the information submitted in the application is determined to be false or in error, or
 - b. there is a change in the conditions under which the deviation was granted, or
 - c. the employer is in violation of any standard of the department, or
 - d. the employer fails to comply with a corrective action notice or citation issued by the department.
3. **Modify** a deviation to comply with a federal or state standard or guideline.

A Parent or Guardian may deny or revoke approval for the minor to work the deviated hours requested.

This deviation covers the period and hours listed and is subject to the conditions stated. Any request for hours not contained on the deviation must be submitted on an individual basis. The deviation is not valid without a work permit and the written permission of a parent/guardian expressly approving employment for hours stated on the deviation.

An employer may request a hearing to review a modification or denial by submitting written notice to the department. Upon receipt of the written appeal, a hearing will be scheduled before an administrative law judge, providing the employer an opportunity to justify the deviation.

THIS APPROVAL DOES NOT APPLY IF FEDERAL LAW OR A MUNICIPAL ORDINANCE ESTABLISHES A MORE RESTRICTIVE HOURS STANDARD.